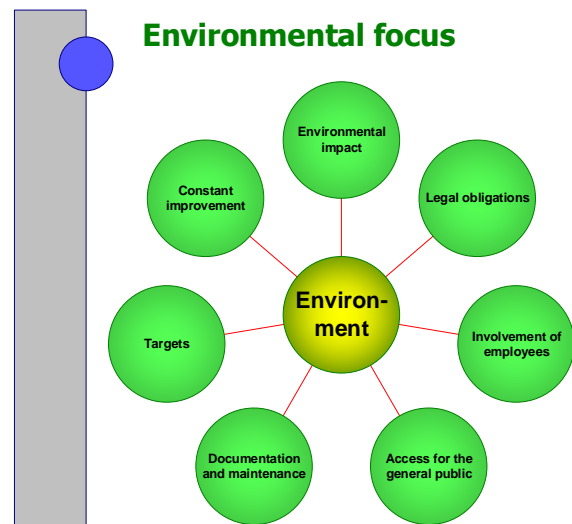
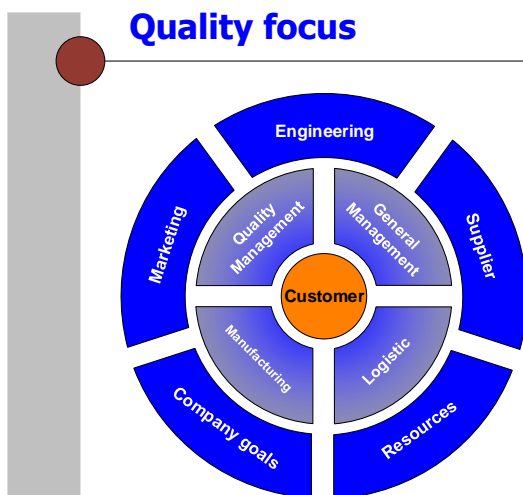




Quality, Environment and H&S corporate policy of the Nadella Group



In the years since its foundation, our group of companies has developed into a recognized partner in the field of development, manufacture, sales and service of outstanding mechanical products and systems for motion solutions, such as linear guides, bearings, rod ends and ball screws, which has distinguished itself through economic management in addition to high standards of technology, quality, occupational health and safety and environmental protection.

The efforts to achieve high quality with maximum environmental compatibility and occupational safety extend to all phases of product development with the involvement of all employees¹ involved. These characteristics have created a high level of brand reputation among customers with regard to the performance and reliability of the products developed and manufactured, whose continuous fulfilment and improvement are both an obligation and a challenge for the group.

Therefore, the goal of the company's activities is not only to consolidate but also to further expand the competitive position it has achieved by concentrating its efforts above average on the quality and environmental compatibility of the products it offers and on mastering all processes while maintaining a high level of economic efficiency and occupational safety.

The Nadella Group's corporate strategy is geared to adapting the products it offers to changes in customers' needs and market evolutions, incorporating the latest technological findings. Such an effort to adapt to the market requires efforts to intensively monitor the market and customers. Sustainability aspects are taken into account, to reduce CO2 emissions and environmental impact.

The entire quality, environmental and occupational safety policy is focused on prevention and continuous improvement.

"Error prevention always has priority over error elimination!" This strategy is the basis for controlled processes as well as for improvements in economic efficiency while at the same time taking a high level of quality as a basis. The following priorities apply:

1. safety,
2. quality + environmental compatibility,
3. customer requirements and profitability

This comprehensive objective presupposes that every employee is aware of his or her quality and environmental responsibilities. The foundation for this is formed by qualified employees who identify with the company policy on the basis of their corresponding awareness. Every employee therefore has the duty and the right to actively participate in the continuous improvement of the company and the protection of the environment as well as in the prevention of environmental pollution and occupational hazards by acting in a quality-, environmentally- and safety-conscious manner and on his or her own responsibility. Only in this way can he make a personal contribution to improving profitability, customer satisfaction, the avoidance of liability accidents and thus to safeguarding the existence and future of the company.

¹ The following (m/f/d) for all gender characteristics

The top management is committed to achieving and maintaining these goals in the long term, as well as to creating the necessary conditions for providing employees with every assistance conducive to the common goals through cooperative interaction. This applies in particular to the provision of the necessary resources.

The common activities in the company are based on the Quality and Environmental Management System of the Nadella Group, with its headquarters in Milan, Italy, which involves all the employees of the company and which is fully described in the present Quality and Environmental (when applied) Management Manual and the applicable documents.

All goals, measures and processes defined therein are binding for all employees of the company. They are to be regarded as equal in importance and only lead to the desired result in their entirety. Each supervisor is responsible for ensuring that the quality, environmental and occupational health and safety policy is understood, followed and implemented in his or her area.

The Top management supports all managers to make clear their leadership role in their respective areas of responsibility.

For a better understanding and as a clear orientation aid, so-called guiding principles on the topics of "quality", "environmental protection" and "occupational health and safety" have been defined, which describe the essential criteria in detail. These principles are intended to provide a framework for the thoughts and actions of each employee in his or her area of responsibility and activity.

A code of ethics has also been defined and published for the Group.

New quality, environmental and occupational health and safety targets required as part of a continuous improvement process are set by management and communicated to all employees.

The top management takes over the accountability for the effectiveness of the quality and environmental protection management system.

The Quality and Environmental (if applied) Management Manual in the respective valid edition is hereby put into force for all organizational areas of the Nadella Group as a binding set of rules.

Executive Board